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MEMORANDUM FOR HEADS OF DEPARTMENTS AND AGENCIES

SUBJECT: Federal Employee Attitude Survey

As one of the Office of Personnel Management's responsibilities under the Civil Service Reform Act of 1978, we are undertaking a detailed evaluation of the impact of civil service reform. I believe that our plan represents one of the most thorough and carefully designed evaluations of a new public policy ever attempted.

Part of that evaluation will measure Federal employee reactions to various aspects of the legislation as it is implemented. In order to do that, it is necessary to know employee attitudes before the implementation actually occurs. Therefore, we conducted a survey in May, prior to implementation of provisions of the legislation. The preliminary results of that survey are enclosed with this memorandum.

The most significant finding is that the Civil Service Reform Act indeed addresses the problems with which the employees themselves are concerned. For example, the responses to questions about performance appraisal are consistent with the legislative requirement that the Federal performance appraisal system be completely overhauled. Also, there is a clear desire by managers and supervisors to have an effective mechanism for rewarding outstanding performance with pay.

The detailed analysis of the survey results is now under way, and we will provide you with a final report early next year.

If you have any comments or questions about this survey, please let me know.

Alan K. Campbell
Alan K. Campbell
Director

Enclosure